



Commission for Gender Equality
A society free from gender oppression and inequality

Bong MATJHABA A KOPANENG
TOKOLOHO YA BASADI
KGETHOLLO Leeme
Kganyetsano
Dithuto ka banna Booki
Palo e tlase ya basadi
KETSAMOLAO
BOTSWADI
Kgwebo ka batho
Meetlo e kotsi
Ditlhoko tsa sesadi
TSHITA
MERUSU Tshupane
KA BONG



Bigender
GENDER GAP
BIGENDER
Domestic partn
Queer Female
Neutrois
Rape Pansexual
Childbirth
Nursing
Evaluation Sexism
Sexual harassment Lover
COLONIALISM Widower

GENDER TERMINOLOGY SESOTHO 2017/18

Brought in association with



PanSALB
PAN SOUTH AFRICAN LANGUAGE BOARD

Commission for Gender Equality
Gender Terminology

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Overview

The Commission for Gender Equality (CGE) is a Constitutional body established by the CGE Act 39 of 1996 to support democracy and promote gender equality. Its Constitutional mandate is to promote respect for gender equality and the protection, development and attainment of gender equality. Section 187 (2) of the Constitution of the Republic of South Africa provides the CGE with the power to monitor, investigate, research, educate, lobby, advise and report on issues concerning gender equality. The CGE is committed to creating a society free from gender discrimination and a society where people shall have the opportunities and means to realize their potential regardless of gender, race, class, religion, disability or geographic location.

One of the strategic objectives of the CGE requires the promotion of respect and protection of gender equality by developing, conducting and managing public education and information programmes. The gender terminology project aims to mainstream gender equality through **'the indigenising gender sensitive terminology in all 11 South African official languages'**. This language development project is in line with the CGE's Public Education function which seeks to educate, inform and capacitate the public with gender terminology that upholds human dignity and the protection of human rights irrespective of the one's own sexual orientation, gender identity and expressions.

It is through this project that gender terms are clustered in a manner that covers all thematic spheres of life including the day to day use of gender related terms.

Over the next five years this project will be implemented in all 9 provinces of South Africa, giving expression to the vision 2030 as articulated in the National Development Plan's chapter on transforming society and uniting the country resulting in social cohesion and the respect of linguistic human rights.

This document therefore becomes the first edition of the project implementation.
Regards



Ms. Keketso Maema
CEO: Commission for Gender Equality

	English	Definitions	Sesotho Equivalents
1.	Abortion	Termination of pregnancy due to removal of an embryo or fetus before it can survive outside the uterus.	Ho ntsha mpa
2.	Adoption	Process of taking over the parenting of a child, from the child's biological or legal parent or parents by permanently transfers all rights and responsibilities, along with filiation from the biological parent/parents.	Ho fuwa ngwana ka molao
3.	Affirmative action	Encouragement of increased representation of women and minority-group members, especially in employment.	Ho batalatsa menyetta
4.	Aromantic	An aromantic person is someone who doesn't experience romantic attraction.	Botjhomane
5.	Asexual	Asexuality is the lack of sexual attraction to others, low or absent interest in or desire for sexual activity.	Ho se qhangwe
6.	Assisting spouse	A supportive partner.	Molekane ya thusang
7.	Asylum seekers	People who have left their home country as a political refugee and are seeking state protection in another.	Baphaphathehi
8.	Atypical work employment	employment relationships that do not conform to the standard or 'typical' model of full-time, regular, open-ended employment with a single employer over a long time span.	Mosebetsi o sa tlwaelehang
9.	Advocate	A person who publicly supports or recommends a particular cause or policy.	Mokgothalletsi

10.	Agender	A person who does not identify themselves as having a particular gender.	Ya sa tsotelleng bong
11.	Ally	Combine or unite a resource or commodity with (another) for mutual benefit.	Bothusi
12.	Androgyny	Combination of the characteristics or nature of both male and female.	Bohabedi
13.	Bias	An inclination or prejudice for or against one group in a way that is considered unfair.	Leeme
14.	Baseline	A minimum or starting point used for comparisons.	Motheo / qaleho
15.	Benchmark	A standard by which others can be measured.	Sekala
16.	Beneficiary	A person who stands to benefit from a system, trust, insurance policy or will.	Mouni
17.	Benefits	An advantage or profit gained.	Meuno / melemo
18.	Bigender	A gender identity that can be translated as having two genders identities. Gender identities could be male and female or non-binary identities.	Bongpedi
19.	Breastfeeding in public	An act of a mother feeding a child breast milk in a space that is not limited to people.	Ho nyantsha pontsheng
20.	Bride price	A payment in the form of livestock, money, property, or other valuable asset that is made by or on behalf of a prospective husband to the bride's family.	Bohadi
21.	Bullying	The use superior strength or influence to intimidate others by forcing them to do something.	Bonkwapo

	English	Definitions	Sesotho Equivalents
22.	Burden of proof	The obligation to prove one's statement.	Boikarabelo ba bopaki
23.	Biological sex	The anatomy of an individual's reproductive system, and secondary sex characteristics.	Bong ba tlhaho
24.	Biphobia	Dislike of or prejudice against bisexual people.	Tshabo ya ditarasi / ditharasi
25.	Bisexual	Romantic attraction, sexual attraction, or sexual behavior toward both males and females, or romantic or sexual attraction to people of any sex or gender identity.	Tarasi / Tharasi
26.	Butch	Butch and femme are terms used in the lesbian, gay and sometimes bisexual subculture to ascribe or acknowledge a masculine or feminine identity with its associated traits.	Butjhe
27.	Care ethics	Ideas concerning both the nature of morality and normative ethical theory.	Melawana ya tlhokomelo
28.	Care work	Work that includes caring process done as a service of others.	Mosebetsi wa tlhokomelo
29.	Career	Vocation undertaken for a period of a person's life and with opportunities for progress. It is composed of titles earned, work accomplished and jobs held.	Mosebetsi
30.	Career breaks	A period of time in which a person chooses not to work.	Kgefutso mosebetsing
31.	Caring masculinity	Men taking care-giving roles (as involved fathers) instead of provider roles (as breadwinners).	Bonna bo tsotellang

	English	Definitions	Sesotho Equivalents
32.	Celibacy	Abstaining from sexual relations or marriage.	Ho ila motabo
33.	Charters	A formal statement of the rights of a country's people, of an organisation or a particular social group, that is agreed by or demanded from a ruler or government.	Ditjhata
34.	Childbirth	The act or process of giving birth to a child.	Boitshihollo
35.	Child marriage	Formal or informal union of marriage entered by a minor which is described as a person under the age of 18 years.	Nyadiso ya bana
36.	Child care	Care for children provided by either the government, an organisation, or a person, while parents are at work or are absent for another reason.	Tlhokomelo ya bana
37.	Cisgenderism	A term used for people whose gender identity matches the sex that they were assigned at birth.	Boikamohelo ba bong
38.	Cissexual	A term used for a person who is comfortable with having the physical characteristics of their biological sex.	Boikamohelo ba bong
39.	Claims to resources	Legal demand or assertion by a claimant for compensation, payment, or reimbursement for a loss under a contract, or an injury due to negligence.	Tseko ya ditokelo
40.	Civil society	Society considered as a community of citizens linked by common interests and collective activity.	Baahi / Setjhaba
41.	Cohabitation	A living arrangement by two unmarried people.	Madulammoho Bodulammoho

	English	Definitions	Sesotho Equivalents
42.	Colonialism	The policy or practice of acquiring political control over another country by occupying it with settlers and exploiting it economically.	Bokolone
43.	Commercial sexual exploitation	When payment is exchanged for some kind of sexual objectification of another person.	Thekiso ya motabo ka qobello
44.	Competence development	Knowledge, skills, and attributes needed for people within an organization. Each individual role will have its own set of competencies needed to perform the job effectively. To develop this framework, you need to have an in-depth understanding of the roles within your business.	Tlhabollo ya bokgoni / ntshetsopele ya bokgoni
45.	Complementarianism	A theological view held by some in religions and cultures that men and women have different but complementary roles and responsibilities in marriage, family life, religious leadership, and elsewhere.	Tumelo ya phedisano
46.	Compounded stereotypes	Generalised view or preconception about groups that results from the ascription of attributes, characteristics or roles based on one or more ground.	Phaellano ya mehopolo e akaretsang
47.	Condom	Thin rubber sheath designed to cover the penis or vagina during sexual intercourse for contraceptives purposes.	Kgohlopo / khondomo
48.	Conventions	An agreement between states on a particular matter.	Ditumellano tsa dinaha

	English	Definitions	Sesotho Equivalents
49.	Cross dresser	One who wears items of clothing and other accoutrements commonly associated with the opposite sex within a particular society.	Ya tenang tsa bong bosele
50.	Cultural violence	Aspects of culture used to justify or legitimize direct or structural violence by making it look and feel right.	Merusu ya botjhaba
51.	Custodial violence	Violence in police or judicial custody.	Merusu tlhokomelong / merusu ya batshwaruwa
52.	Cyber harassment	The use of Information and Communication Technology (ICT) to harass, manipulate or habitually disparage a person, business or group without direct or intended physical harm.	Tlhekefetso saebeng
53.	Cyber stalking	The repeated use of electronic communications to harass or frighten someone.	Bonyonyobi saebeng
54.	Cyber violence	Is a form of bullying or harassment using electronic means. Harmful bullying behavior can include posting rumors, threats, sexual remarks, a victims' personal information, or pejorative label.	Morusu saebeng
55.	Date rape	A form of acquaintance rape usually referring to a rape in which there has been romantic or potentially sexual relationship between the two.	Peto ho intshitswe Peto taetsanong
56.	Dating violence	Perpetration or threat of an act of violence by at least one member of the unmarried couple on the other member within the context of dating or courtship.	Morusu dikamanong tsa marato

	English	Definitions	Sesotho Equivalents
57.	Declarations	An official announcement or statement which has been signed and can be used as evidence in the court of law.	Boitlamo ba molao
58.	Declaration on the Elimination of Violence Against Women	The UN Declaration on the Elimination of Violence Against Women was adopted by the United Nations General Assembly in 1993. It covers physical, sexual and psychological violence at home and elsewhere in society.	Boitlamo ba molao ho fedisa tthekefetso ya basadi
59.	De facto gender equality	Gender Equality that exists in reality even if it is not recognized by the law.	Phethahatso ya tekatekano ya bong
60.	De jure gender equality	Equal access to justice for women and men.	Molao wa tekatekano ya bong
61.	Democracy	A system of government by the whole population or the eligible members of state through elected representatives.	Demokrasi
62.	Democratic deficit	Limited legitimacy of democracy and impact of an inadequate gender balance, i.e. of overrepresentation of men and underrepresentation of women, on the legitimacy of democracy.	Kgaello ya demokrasi Bohlotsa ba demokrasi
63.	Dependent care	Provision of care for those who are young, ill, elderly or less able, or deprived of abilities to care for themselves, and who are dependent on the care provided by another person.	Tlhokomelo ya ba tlokotsing

	English	Definitions	Sesotho Equivalents
64.	Derived rights	Rights, notably social security benefits or residence, are the rights that accrue to an individual but which originate from and depend on her or his relationship with another person, usually a relationship of parenthood, marriage or cohabitation.	Ditokelo ka dikamano
65.	Desegregation of the labour market	Policies aiming to reduce or eliminate gender segregation (vertical and/or horizontal) in the labour market.	Phediso ya meedi ya mesebetsi
66.	Dignity at work	Right of all employees to be treated with dignity and respect and in particular to enjoy a safe working environment that is free from sexual harassment, harassment and any other act of gender-based violence.	Seriti mosebetsing
67.	Direct discrimination	Discrimination where one person is treated less favourably on grounds such as sex and gender, age, nationality, race, ethnicity, religion or belief, health, disability, sexual orientation or gender identity, than another person is, has been or would be treated in a comparable situation.	Kgethollo e tobileng
68.	Direct violence	Violence focusing on all acts of gender-based violence that result in, or are likely to result in, physical, sexual or psychological harm to, or suffering of, women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.	Morusu o tobileng

	English	Definitions	Sesotho Equivalents
69.	Disaggregated data	Presentation of data broken into subgroups.	Datha e hlopholotsweng
70.	Disadvantaged groups	Groups of persons that experience a higher risk of poverty, social exclusion, discrimination and violence than the general population, including, but not limited to, ethnic minorities, migrants, people with disabilities, isolated elderly people and children.	Dihlopha tse kotetsweng
71.	Discrimination	When one person or group is treated less favourably on the grounds of sex, gender, age, nationality, ethnicity, religion or belief, health, disability, sexual orientation, gender identity than another person or group is in a comparable situation.	Kgethollo
72.	Diversity	Differences in the values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientation, gender identity, skills, knowledge and life experiences of each individual in any group of people.	Phapano
73.	Division of labour	Work that has been divided amongst people to complete.	Ho arolwa ha mosebetsi
74.	Domestic division of labour	Division of care work and household responsibilities between women and men.	Ho arolwa ha mosebetsi wa ka lapeng
75.	Domestic partner	A person who is living with another in a close personal and sexual relationship.	Molekane

	English	Definitions	Sesotho Equivalents
76.	Domestic violence	All acts of physical, sexual, psychological or economic violence that occur within the family or domestic unit, irrespective of biological or legal family ties, or between former or current spouses or partners, whether or not the perpetrator shares or has shared the same residence as the victim.	Merusu ya lapeng Merusu ya lapeng
77.	Domestic work	Household work which may include cooking, laundry and ironing, shopping for food and other household errands.	Mosebetsi wa lapeng
78.	Dominant	Having power or influence over others.	-e okametseng -e phahametseng / -e sehloohong
79.	Dominant culture	The most powerful, widespread, or influential culture within a social or political entity in which multiple cultures are present.	Botjhaba bo okametseng / bo phahametseng / bo ka sehloohong
80.	Double standards	Defining the content of formal and informal behavioural cultures, which means that the criteria or standards used to evaluate and regulate women often differ from those for men, benefiting the latter.	Leeme
81.	Drag king	A female who dresses as a man and impersonates male characteristics for public entertainment.	Mosadi ya aparang tsa banna
82.	Drag queen	A male who dresses as a woman and impersonates female characteristics for public entertainment.	Monna ya aparang tsa basadi

	English	Definitions	Sesotho Equivalents
83.	Due diligence	Principle of international law that mandates states to exercise due diligence in preventing and investigating violations of human rights, providing protection to victims, punishing perpetrators and compensating the victim for human rights violations.	Sehlahlo se lebelletsweng
84.	Early marriage	Marriage or union between two people in which one or both parties are younger than 18 years of age.	Lenyalo pele ho nako
85.	Economic abuse	Causing or attempting to cause an individual to become financially dependent on another person by obstructing her or his access to, or control over, resources and/or independent economic activity.	Tlhekefetso ka tsa moruo Tlhekefetso ka tsa moruo
86.	Economic violence	Acts of control and monitoring of the behaviour of an individual in terms of the use and distribution of money, and the constant threat of denying economic resources.	Morusu moruong
87.	Education	The process of receiving or giving systematic instruction, especially at a school or university.	Thuto
88.	Elder abuse	A single or repeated act, lack of appropriate action that is occurring within any relationship where there is an expectation of trust, which causes harm or distress to an older person.	Tlhekefetso ya metsofe

	English	Definitions	Sesotho Equivalents
89.	Emancipation of women	Process, strategy and myriad efforts by which women have been striving to liberate themselves from the authority and control of men and traditional power structures, as well as to secure equal rights for women, remove gender discrimination from laws, institutions and behavioural patterns, and set legal standards that shall promote their full equality with men.	Tokoloho ya basadi
90.	Emergency contraception	Methods of contraception that can be used to prevent pregnancy in the first few days after intercourse.	Thibelo ya ho ima ya tshohanyetso Thibelo ya ho ima ya tshohanyetso
91.	Emotional abuse	Belittling, humiliating or undermining an individual's sense of self-worth/self-esteem through constant criticism, verbal insults, name-calling, etc.	Tlhekefetso ya maikutlo
92.	Emotional attraction	Emotional attraction is when you're attracted to someone's mind and spirit, and you may or may not be physically attracted to them.	Kgohelo ya maikutlo
93.	Employment segregation	Employment discrimination is a form of discrimination based on race, gender, religion, national origin, physical or mental disability, age, sexual orientation, and gender identity by employers.	Kgethollo ya mosebetsing
94.	Empowerment of women	Process by which women gain power and control over their own lives and acquire the ability to make strategic choices.	Matlafatso ya basadi

	English	Definitions	Sesotho Equivalents
95.	Equal access to justice	Right of individuals and groups to obtain a quick, effective and fair response to protect their rights, prevent or solve disputes and control the abuse of power through a transparent and efficient process, in which mechanisms are available, affordable and accountable, and conducted on the basis of equality.	Phumantsho e lekanang ya toka
96.	Equal access to resources	Concept implying that all people have equal access to, use of and benefit from all specific resources such as material, financial, human, social or political and more.	Phumantsho e lekanang ya mehlodi
97.	Equal opportunities	Absence of barriers to economic, political and social participation on any ground.	Menyetla e lekanang
98.	Equal pay for work of equal value	Equal pay for work to which equal value is attributed, without discrimination on grounds of sex or marital status, with regard to all aspects of pay and conditions of remuneration.	Tefo e lekanang ya mosebetsi wa boleng bo lekanang
99.	Equal remuneration of women and men	The same payment and benefits for men and women on the work on equal value done.	Meputso e lekanang ya basadi le banna
100.	Equal sharing of domestic responsibilities	Women and men equally sharing care tasks in the family as well as tasks relating to all aspects of household work.	Karolelano e lekanang ya boikarabelo ka lapeng
101.	Equality	The state of being equal, especially in status, rights, or opportunities.	Tekano

	English	Definitions	Sesotho Equivalents
102.	Equality bodies	Equality bodies are independent organisations assisting victims of discrimination, monitoring and reporting on discrimination issues, and promoting equality.	Mekgatlo ya tekano
103.	Equality dimension	Aspect of any issue which relates to equality, such as sex, gender, age, race, ethnicity, disability, sexual orientation or gender identity.	Lehlakore la tekano
104.	Equality of opportunity	Absence of barriers to economic, political and social participation on grounds of sex and gender.	Tekano ya monyetla
105.	Equality of outcome	Achievement of equality in the broader, more results-oriented, redistributive sense, based on the insight that equality of opportunity and equal treatment may not be enough to redress the historical oppression and disadvantage of women.	Tekano ya sephetho
106.	Equality of treatment	A state of no direct or indirect discrimination based on sex and gender, including less favourable treatment of women for reasons of pregnancy and maternity.	Tekano ya tshwaro
107.	Evaluation	Evaluation is a systematic determination of a subject's merit, worth and significance, using criteria governed by a set of standards.	Tekolo / Tlhahlobo
108.	Family care	Provision of public, private, individual or collective services to meet the needs of parents and children or members of the immediate family.	Tlhokomelo ya malapa

	English	Definitions	Sesotho Equivalents
109.	Family honour	Perceived quality of worthiness and respectability that affects the social standing and the self-evaluation of a group of related people, both corporately and individually.	Thompheho ya lelapa
110.	Family law	Law which researches, describes and regulates the origin, contents and dissolution of all legal relationships between husband and wife, parents, guardians, other holders of parental rights, and children and relatives related through blood and affinity.	Molao wa tsa malapa
111.	Family leave	Right to leave for family reasons, which may or may not be shared between the parents.	Lifi ya tsa lelapa
112.	Family planning	Services or programmes aiming to ensure that couples and individuals are able to decide freely and responsibly the number and spacing of their children, that they have the information and means to do so, that informed choices are made, and that a full range of safe and effective methods are available.	Thero ya malapa
113.	Family responsibility	Care of, and support for, dependent children and other members of the immediate family who need help.	Boikarabelo ba malapa

	English	Definitions	Sesotho Equivalents
114.	Family violence	All acts of physical, sexual, psychological or economic violence that occur within the family or domestic unit, irrespective of biological or legal family ties, or between former or current spouses or partners, whether or not the perpetrator shares or has shared the same residence as the victim.	Merusu malapeng
115.	Family worker	Family support workers are social services professionals who provide assistance and guidance to children and families in need. They work in settings such as foster care or adoption agencies, child protective services agencies or family services organizations.	Mosebeletsi wa tsa malapa
116.	Female	Being of or subscribing to the sex that can bear offspring or produces eggs as distinguished biologically from one that produces sperm.	Botshehadi / e tsheshadi / e motshehadi
117.	Female genital cutting	Procedures involving partial or total removal of the female external genitalia or other injury to the female genital organs for non-medical reasons.	Ho retlwa sesading
118.	Female genital mutilation	Procedures involving partial or total removal of the female external genitalia or other injury to the female genital organs for non-medical reasons.	Ho retlwa sesading

	English	Definitions	Sesotho Equivalents
119.	Female infanticide	Deliberate killing of newborn female children. The elimination of baby girls soon after birth, neglect and discrimination leading to death and sex-selective abortion.	Polao ya masea a banana
120.	Female-headed households	Household in which an adult female is the sole or main income producer and decision-maker.	Malapa a hlokometsweng ke basadi
121.	Femicide	Killing of women and girls on account of their gender, perpetrated or tolerated by both private and public actors.	Dipolao tsa basadi
122.	Femidom	Female condom (also known as internal condom) is a device that is used during sexual intercourse as a barrier contraceptive to reduce the risk of sexually transmitted infections and unintended pregnancy.	Kgoholo / khondom ya basadi
123.	Femininities	Different notions of what it means to be a woman, including patterns of conduct linked to a women's assumed place in a given set of gender roles and relations.	Bosadi
124.	Feminisation of migration	Trend towards an increasing proportion of women amongst international migrant workers.	Keketseho ya bojaki ba basadi
125.	Feminisation of poverty	Increasing incidence and prevalence of poverty among women compared to men, as a result of structural discrimination that affects women's lives and is reflected in lower salaries, lower pensions, fewer benefits, etc.	Keketseho ya Bofumanehi ba basadi

	English	Definitions	Sesotho Equivalents
126.	Feminism	Political stance and commitment to change the political position of women and promote gender equality, based on the thesis that women are subjugated because of their gendered body.	Boitseko ba basadi
127.	Feminist studies	Studies that aim mainly to provide a scholarly understanding of women's and girl's situations, roles and options in societies and cultures.	Dithuto tsa boitseko ba basadi
128.	Femininity	The quality of being female; womanliness.	Bosadi
129.	Flexitime	Flexible hours schedule that allows workers to alter workday start and finish times.	Nako ya tshebetso e fetofetohang
130.	Forced abortion	Intentional termination of pregnancy without the prior and informed consent of the woman.	Ho ntshiswa mpa
131.	Forced marriage-	Intentional conduct of forcing an adult or child to enter into a marriage, lacking the personal expression of the full, informed and free consent of one or both of the parties.	Tjhobediso Ho nyadiswa ka qobello / ka sheshe
132.	Forced pregnancy	Unlawful confinement of a woman who has been forcibly impregnated, with the intent of affecting the ethnic composition of any population or carrying out other grave violations of international law.	Ho ima ka qobello / ka sheshe Ho emara ka qobello / ka sheshe
133.	Forced prostitution	Forced prostitution, also known as involuntary prostitution, is prostitution or sexual slavery that takes place as a result of coercion by a third party.	Qobello ya bootswa / botjhabaku

	English	Definitions	Sesotho Equivalents
134.	Forced sterilisation	Use of a procedure to control the reproductive behaviour of a woman or a particular group of women.	Gobello ya ho ikwala
135.	Formal gender equality	Principles of equality of women and men, equal recognition and the enjoyment and exercise of all human rights and fundamental freedoms, as well as measures providing for equal treatment of, and equal opportunities for, women and men in the political, economic, social, cultural, civil, domestic or any other field.	Tekano ya bong ka molao
136.	Gay	Primarily refers to a homosexual person, mostly used to refer to men who identify as women.	Setabane / botabane / Geyi
137.	Gender	Social attributes and opportunities associated with being female and male and to the relationships between women and men and girls and boys, as well as to the relations between women and those between men.	Bong
138.	Gender analysis	Critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect different genders in a given policy area, situation or context.	Manollo ya bong Tlhophollo ya bong

	English	Definitions	Sesotho Equivalents
139.	Gender and development	Approach focusing on the socially constructed basis of differences and unequal relations between women and men, emphasizing the need to challenge existing gender roles and relations and recognises different genders' contribution to development.	Bong le tlhabollo / bong le ntshetsopele
140.	Gender and sex disaggregated data	To reflect the realities of the lives of women and men and policy issues relating to gender.	Datha e hlopholotsweng / manollotsweng ka bong
141.	Gender audit	Assessment of the extent to which gender equality is effectively institutionalised in policies, programmes, organisational structures and proceedings and in the corresponding budgets.	Oditi ya bong
142.	Gender awareness	Ability to view society from the perspective of gender roles and understand how this has affected women's needs in comparison to the needs of men.	Tlhokomediso ya tsa bong Thakisetso ya tsa bong
143.	Gender balance	Human resources and equal participation of women and men in all areas of work, projects or programmes.	Botsitso ba bong
144.	Gender bias	Prejudiced actions or thoughts based on the gender-based perception that women are not equal to men in rights and dignity.	Leeme ho tsa bong
145.	Gender binary	The classification of sex and gender into two distinct, opposite and disconnected forms of masculine and feminine.	Tumelo ya hore bong bo na le botona le botshehadi feela

	English	Definitions	Sesotho Equivalents
146.	Gender blindness	Failure to recognise that the roles and responsibilities of women/girls and men/boys are ascribed to, or imposed upon, them in specific social, cultural, economic and political contexts.	Ho iphapanyetsa tsa bong
147.	Gender budgeting	Application of gender mainstreaming in the budgetary process. It entails a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process, and restructuring revenues and expenditures in order to promote gender equality.	Ditekanyetso ho ya ka bong
148.	Gender contract	Set of implicit and explicit rules governing gender relations, and which allocate different work, value, responsibilities and obligations to women and men, and are maintained on three levels: cultural superstructure, institutions and socialisation processes.	Kontraka ya tsa bong / setlamo sa tsa bong
149.	Gender dimension	Ways in which the situation and needs of, and challenges facing, women and men (and girls and boys) differ, with a view to eliminating inequalities and avoiding their perpetuation, as well as to promoting gender equality within a particular policy, programme or procedure.	Tjhadimo ya tsa bong

	English	Definitions	Sesotho Equivalents
150.	Gender discrimination	Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.	Kgethollo ka bong
151.	Gender disparities	Differences in gender towards access to resources, status and well-being, which usually favour men and are often institutionalised through law, justice and social norms.	Ho se lekane ka bong
152.	Gender division of labour	Allocation of different jobs or types of work to women and men.	Ho arolwa ha mesebetsi ka bong
153.	Gender dynamics	Relationships and interactions between and among girls, boys, women and men.	Dikamano tse fapaneng tsa bong
154.	Gender education	Necessary part of curricula at all levels of the education system, which would enable both girls and boys, women and men to understand how constructions of masculinities and femininities and models for assigning social roles influence their lives, relationships, life choices, career trajectories, etc.	Thuto ya tsa bong

	English	Definitions	Sesotho Equivalents
155.	Gender empowerment	Process of awareness and capacity building leading to greater participation in transforming gender power relations through individuals or groups developing awareness of women's subordination and building their capacity to challenge it.	Matlafatso ya tsa bong
156.	Gender equality	Equal rights, responsibilities and opportunities for people of all genders.	Tekano ya bong
157.	Gender equality bodies	Gender equality bodies are national independent bodies for the promotion of equal treatment of women and men, and are responsible for providing independent assistance to victims of alleged sex- and gender-based discrimination, conducting independent surveys concerning discrimination, publishing independent reports and making recommendations on any issue relating to such discrimination.	Mekgatlo ya tekano ya bong
158.	Gender equality competence	Skills, attributes and behaviours that people need in order to mainstream gender concerns effectively into policies and plans and help build gender equality.	Bokgoni / botsebi / boiphihlelo ba tekano ya tsa bong
159.	Gender equality competence development	Series of activities that aim at strengthening people's skills and knowledge on a certain matter, in this case gender equality.	Ntshetsopele / tlhabollo ya bokgoni ba tekano ya bong

	English	Definitions	Sesotho Equivalents
160.	Gender equality machinery	Policy that ensures gender mainstreaming in all activities of every organization in the country including, in particular, promoting the use of sex-disaggregated data, promoting the use of gender analysis in planning and reporting, and promote attention to women's issues and that each organization will appoint a gender focal point who shall be an officer at a senior decision-making level who shall be the point of contact on gender mainstreaming issues.	Leano la tekano ya bong
161.	Gender equality training	Any educational tool or process that aims to make policymakers and other actors more aware of gender equality issues, build their gender competence and enable them to promote gender equality goals in their work at all levels.	Thupelo ka tekano ya bong
162.	Gender equity	Provision of fairness and justice in the distribution of benefits and responsibilities between women and men.	Tekatekanyo ya bong
163.	Gender evaluation	Evaluation applied as a method of gender mainstreaming that integrates gender equality concerns into the evaluation objectives, evaluation methodology, approaches and use.	Tekolo ya tsa bong
164.	Gender expression	People's manifestation of their gender identity.	Boithahiso / boithaloso ba bong

	English	Definitions	Sesotho Equivalents
165.	Gender fluid	Denoting or relating to a person who does not identify themselves as having a fixed gender.	Ya sa tsotelleng bong
166.	Gender gap	Gap in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits.	Sekgeo ho tsa bong
167.	Gender identity	Each person's deeply felt internal and individual experience of gender, which may or may not correspond to the sex assigned at birth.	Boitsebiso ba bong
168.	Gender impact assessment	Policy tool for the screening of a given policy proposal, in order to detect and assess its differential impact or effects on women and men, so that these imbalances can be redressed before the proposal is endorsed.	Tlhahlobo ya kgahlamelo ya bong
169.	Gender index	Index designed to measure of gender equality.	Tshupane ya bong
170.	Gender indicators	Tools for monitoring gender differences, gender-related changes over time and progress towards gender equality goals.	Matshwao a bong
171.	Gender inequality	Legal, social and cultural situation in which sex and/or gender determine different rights and dignity for women and men, which are reflected in their unequal access to or enjoyment of rights, as well as the assumption of stereotyped social and cultural roles.	Ho se lekalekane ha bong

	English	Definitions	Sesotho Equivalents
172.	Gender issue	Any issue or concern determined by gender-based and/or sex-based differences between women and men.	Taba ya tsa bong
173.	Gender lens	Investing is the practice of investing for financial return while also considering the benefits to women.	Lense ya tsa bong
174.	Gender mainstreaming	Systematic consideration of the differences between the conditions, situations and needs of women and men in all policies and actions.	Tlhahlobo ya tsa bong
175.	Gender needs of women	Types of needs usually identified in a given society, namely practical gender needs and strategic gender needs.	Ditlhoko tsa sesadi
176.	Gender parity	Gender parity concerns relative equality in terms of numbers and proportions of women and men, girls and boys, and is often calculated as the ratio of female-to-male values for a given indicator.	Tekano ya bong meputsong le mananeng Pharithi
177.	Gender pay gap	Percentage of men's earnings and represents the difference between the average gross hourly earnings of female and male employees.	Sekgeo meputsong ho ya ka bong
178.	Gender perspective	Perspective taking into account gender-based differences when looking at any social phenomenon, policy or process.	Tjhebo / kgopolo / tjhadimo ya tsa bong
179.	Gender planning	Active approach to planning that takes gender as a key variable and seeks to integrate an explicit gender	Meralo ya tsa bong

	English	Definitions	Sesotho Equivalents
		dimension into policy or action.	
180.	Gender position	Women's social and economic standing in society relative to men, such as female/male disparities in wages and employment opportunities, unequal representation in the political process, unequal ownership of land and property, and vulnerability to violence.	Boemo ba bong
181.	Gender power relations	Ways in which gender shapes the distributions of power at all levels of society.	Dikamano tsa matla ho tsa bong
182.	Gender procurement	Introduction of gender equality requirements in public procurement, in order to use these as an instrument to advance gender equality.	Phumantsho ho ya ka bong
183.	Gender proofing	Check carried out on any policy proposal to ensure that any potential gender discriminatory effects arising from that policy have been avoided and that gender equality is promoted.	Tshireletso ya bong
184.	Gender quotas	Positive measurement instrument aimed at accelerating the achievement of gender-balanced participation and representation by establishing a defined proportion (percentage) or number of places or seats to be filled by, or allocated to, women and/or men, generally under certain rules or criteria.	Dikhouta tsa bong

	English	Definitions	Sesotho Equivalents
185.	Gender reassignment	Set of medical measures that can, but do not have to, include psychological, endocrinological and surgical treatments aimed at aligning a person's physical appearance with their gender identity.	Phetolo ya bong
186.	Gender redistributive policies	Policy aiming to transform the existing distribution of resources and responsibilities in order to create a more equal relationship between women and men.	Maano a kabobotjha ka bong
187.	Gender relations	Specific subset of social relations uniting women and men as social groups in a particular community, including how power, access and control over resources is distributed between the sexes.	Dikamano tsa bong
188.	Gender relevance	Question of whether a particular law, policy or action is relevant to gender relations and/or gender equality.	Tsamaelano ya bong
189.	Gender roles	Social and behavioural norms which, within a specific culture, are widely considered to be socially appropriate for individuals of a specific sex.	Mesebetsi ho ya ka bong
190.	Gender segregation	Differences in patterns of representation of women and men in the labour market, public and political life, unpaid domestic work and caring, and in young women's and men's choice of education.	Kgethollo ho ya ka bong

	English	Definitions	Sesotho Equivalents
191.	Gender sensitivity	Aim of understanding and taking account of the societal and cultural factors involved in gender-based exclusion and discrimination in the most diverse spheres of public and private life.	Kelothoko ho tsa bong
192.	Gender socialisation	Process by which individuals learn the cultural behaviours associated with the concepts of femininity or masculinity.	Ditlwaelo tsa bong
193.	Gender statistics	Statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life.	Dipalopalo tsa bong
194.	Gender stereotypes	Preconceived ideas whereby females and males are arbitrarily assigned characteristics and roles determined and limited by their gender.	Mehopolo e akaretsang ho ya bong
195.	Gender studies	Academic, usually interdisciplinary, approach to the analysis of the situations of women and men and gender relations, as well as the gender dimension of all other disciplines.	Dithuto tsa bong
196.	Gender system	System of economic, social, cultural and political structures that sustain and reproduce distinctive gender roles and the attributes of women and men.	Tlhohlomiso ya tsa bong
197.	Gender training	Process of developing awareness and capacity on gender issues, to bring about personal or organisational change for gender equality.	Thupelo ya bong

	English	Definitions	Sesotho Equivalents
198.	Gender violence	Gender violence, also known as gender-based violence or gender based violence, encompasses a large variety of crimes committed like rape, sexual harassment, stalking, human trafficking, domestic abuse, genital mutilation, and forced prostitution all based on ones gender.	Merusu ka bong
199.	Gender-balanced participation	Representation of either women or men in any decision-making body in public and political life not falling below 40 % as a parity threshold.	Seabo se tsitsiseng sa bong
200.	Gender-based bullying	Complex form of violence that targets a person's sex or sexuality, representing a pattern of behaviour rather than an isolated event.	Bonkwapo bitsong la bong
201.	Gender-based discrimination	Sexism may be defined as an ideology based on the belief that one sex is superior to another. It is discrimination, prejudice, or stereotyping on the basis of gender, and is most often expressed toward girls and women. It has been characterized as the "hatred of women" and "entrenched prejudice against women".	Kgethollo lebitsong la bong
202.	Gender-based division of labour	The sexual division of labour (SDL) is the delegation of different tasks between males and females. Among human foragers, males and females target different types of foods and share them with each other for a mutual or familial benefit.	Karolelano ya mesebetsi ka bong

	English	Definitions	Sesotho Equivalents
203.	Gender-based violence	Violence directed against a person because of that person's gender, gender identity or gender expression, or which affects persons of a particular gender disproportionately.	Merusu ka bong
204.	Gender-neutral language	Language that is not gender-specific and which considers people in general, with no reference to women and men.	Puo e hlohang tshkamelo ya bong
205.	Gender-neutral legislation	Legislation that is drafted in universal terms, ignoring gender-specific situations and power relations between women and men that underpin sex-and gender-based discrimination, including gender-based violence against women.	Molao o hlohang tshkamelo ya bong
206.	Gender-neutral policies	Policies that are not specifically aimed at either women or men and are assumed to affect both sexes equally.	Maano a hlohang tshkamelo ya bong
207.	Gender Responsive Budgeting	Gender equality and public financial management. It argues that gender equality principles should be incorporated into all stages of the budget process.	Ditekanyetso / bajete ho ya ka bong
208.	Gender-sensitive	Policies and programmes that take into account the particularities pertaining to the lives of both women and men, while aiming to eliminate inequalities and promote gender equality.	Ho ela hloko tsa bong

	English	Definitions	Sesotho Equivalents
209.	Gender-sensitive accountability	Obligation and responsibility on the part of state structures and public officials to implement gender mainstreaming and achieve gender equality policy objectives, to report on progress achieved, and to be answerable in the event of a failure to meet stated gender equality objectives.	Boikarabelo bo elang hloko tsa bong
210.	Gender-sensitive budgeting	Gender equality and public financial management. It argues that gender equality principles should be incorporated into all stages of the budget process.	Ditekanyetso tse elang tlhoko tsa bong
211.	Gender-sensitive institutional transformation	Process that aims to integrate gender equality into the regular rules, procedures and practices of an institution, leading to its transformation of an institution, thus also impacting on the organisational culture.	Ntlatfatso e elang tlhoko tsa bong ditheong
212.	Gender-sensitive language	Realisation of gender equality in written and spoken language attained when women and men and those who do not conform to the binary gender system are made visible and addressed in language as persons of equal value, dignity, integrity and respect.	Puo e elang hloko tsa bong
213.	Gender-sensitive mediation	Methods of resolving disputes through a means other than	Bonamodi bo elang hloko tsa bong

	English	Definitions	Sesotho Equivalents
209.	Gender-sensitive accountability	Obligation and responsibility on the part of state structures and public officials to implement gender mainstreaming and achieve gender equality policy objectives, to report on progress achieved, and to be answerable in the event of a failure to meet stated gender equality objectives.	Boikarabelo bo elang hloko tsa bong
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212.	Gender-sensitive language	Realisation of gender equality in written and spoken language attained when women and men and those who do not conform to the binary gender system are made visible and addressed in language as persons of equal value, dignity, integrity and respect.	Puo e elang hloko tsa bong
213.	Gender-sensitive mediation	Methods of resolving disputes through a means other than judicial decisions by providing more flexibility, decreasing costs and delays, and ensuring that victims are not subjected to secondary victimisation.	Bonamodi bo elang hloko tsa bong

	English	Definitions	Sesotho Equivalents
214.	Gender-sensitive monitoring and evaluation	Method of gender mainstreaming that integrates gender equality concerns into the evaluation objectives but also into the evaluation methodology, approaches and use.	Tekolo le tlhahlobo e elang tlhoko tsa bong
215.	Gendered	Something or someone is gendered when exhibiting gender-differentiated patterns.	-ikamahanyang le bong
216.	Gendering	Integrating the gender perspective into the understanding and construction of persons, phenomena, reflections, things, relationships, sectors of action, societal subsystems and institutions.	Ho amahanya le tsa bong
217.	Genital	A person's external organs of reproduction.	Ditho tsa bong
218.	Glass ceiling	Artificial impediments and invisible barriers that militate against women's access to top decision-making and managerial positions in an organisation, whether public or private and in whatever domain.	Tshita
219.	Harassment	Aggressive pressure or intimidation.	Tlhekefeto
220.	Harmful practices	Practices towards women and girls grounded in discrimination based on sex, gender, age or other grounds, and have often been justified by invoking sociocultural and religious customs and values as well as misconceptions related to some disadvantaged groups of women and girls.	Ditlwaelo tse kotsi

	English	Definitions	Sesotho Equivalents
221.	Harmful stereotypes	Gender stereotype that limits women's gaining of personal abilities, pursuing their professional careers and making choices about their lives and life plans.	Mehopolo e akaretsang e kotsi
222.	Harmful traditional practices	Forms of violence which have been committed primarily against women and girls in certain communities and societies for so long that they are considered, or presented by perpetrators, as part of accepted cultural practice.	Meetlo e kotsi
223.	Hegemonic masculinity	Cultural norm that continuously connects men to power and economic achievements.	Tlwaelo ya ho nyalanya bonna le matla le katileho
224.	Heteronormativity	Assumption of a person's heterosexuality.	Tumelo ya dikamano tsa botona le botshehadi feela
225.	Heterosexism	Assumption that every person should be heterosexual, thus marginalising those who do not identify themselves as heterosexual.	Kgethollo ya dikamano tsa bong tse fapaneng
226.	Heterosexist	A person who discriminates against homosexuals on the assumption that heterosexuality is the normal sexual orientation. commercial sexual exploitation.	Mokgetholli wa dikamano tsa bong tse fapaneng
227.	Hypermasculinity	Exaggerated image of hegemonic masculinity, mainly in the media. It overemphasises the ideals, such as physical strength, aggression and sexuality set out for men.	Pheteletso ya mohopolo wa bonna

	English	Definitions	Sesotho Equivalents
238.	Intersex	To denote a number of different variations in a person's bodily characteristics that do not match strict medical definitions of female or male.	Bohabedi / bongpedi
239.	Indirect discrimination	Discrimination occurring where an apparently neutral provision, criterion or practice would put persons of one sex at a particular disadvantage compared with persons of the other sex.	Kgethollo e sa tobang
240.	Indirect violence	Attitudes, stereotypes and cultural norms that underpin gendered practices and may cause gender-based forms of direct violence.	Morusu o sa tobang
241.	Individual rights	Rights that accrue directly to an individual.	Ditokelo tsa motho ka mong
242.	Informal economy	Unpaid economic activities performed for the direct benefit of the household or for the households of relatives or friends on a reciprocal basis.	Moruo o sa laolweng
243.	Informal work	Part of an economy that is neither taxed nor monitored by any form of government.	Mosebetsi o sa laolweng
244.	Intergender	A variation in sex characteristics including chromosomes and or genitals that do not allow an individual to be directly identified as male or female.	Bongpedi / bohabedi

	English	Definitions	Sesotho Equivalents
245.	Intersectionality	Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination.	Pokello ya ditshwantshang
246.	Intimate partner violence	A pattern of assaultive and coercive behaviours, including physical, sexual and psychological acts, as well as economic coercion, which adults or adolescents may use against their intimate partners without their consent.	Merusu ya baratani
247.	Intra-household resource distribution	Dynamics of how different resources that are generated within or which come into the household are accessed and controlled by its members.	Kabo ya mehlodi ya ka lapeng
248.	Invisible barriers	Attitudes and the underlying traditional assumptions, norms and values that prevent women's empowerment/full participation in society.	Ditshita tse sa bonahaleng / tse ipatileng
249.	Job segregation	The distribution of workers across and within occupations, based upon demographic characteristics, most often gender.	Kgethollo ya mosebetsi
250.	Job sharing	Job in which employees in an employment relationship with reduced working time distribute among themselves the actual working hours and the tasks pertaining to the job, and the full-time post benefits.	Karolelano ya mosebetsi

	English	Definitions	Sesotho Equivalents
251.	Judicial stereotyping	Practice of judges ascribing to an individual specific attributes, characteristics or roles on the sole basis of her or his membership of a particular social group.	Mohopolo o akaretsang wa tsa molao
252.	Legal aid	Assistance provided by the state to persons who do not have sufficient financial means to defend themselves in court.	Thuso / Phallelo ya semolao
253.	Legislation	The process of making or enacting laws.	Ketsamolao
254.	Lesbophobia	Irrational fear of, and aversion to, lesbians.	Tshabo ya ditabane / dilesbienne Lehloyo la ditabane / dilesbienne
255.	Lone parent	Someone who lives without a partner, and who has daily caring responsibilities for a dependent child or children.	Motswadi ya mong
256.	Lover	A partner in a sexual or romantic relationship outside marriage.	Moratani
257.	Lesbian	Woman who is attracted to other women.	Setabane / Lesbiene
258.	LGBTQIA;	Umbrella term used to denote individuals from the Lesbian, Gay, Bisexual, Trans and Queer/Questioning, Intersex and Asexual Community.	LGBTQIA
259.	Maid	A female domestic worker.	Mothusi / lekgabunyane
260.	Male	Biologically based references to the sex of a man.	Botona / e tona / e motona
261.	Maledom	A worldview focusing on male supremacy and dominance.	Tumelo ya kokamelo ya bonna
262.	Man	A person assigned a male sex at birth, or a person who defines himself as a man.	Monna
263.	Marginalised position	Position of insignificant importance, influence or power.	Boemo bo kgesehang / bo kotetsweng

	English	Definitions	Sesotho Equivalents
264.	Marginalized groups	Different groups of people within a given culture, context and history at risk of being subjected to multiple discrimination due to the interplay of different personal characteristics or grounds, such as sex, gender, age, ethnicity, religion or belief, health status, disability, sexual orientation, gender identity, education or income, or living in various geographic localities.	Dihlopa tse kgesehang / tse kotetsweng
265.	Marital rape	Non-consensual vaginal, anal or oral penetration of the body of another person where the penetration is of a sexual nature, with any bodily part or with an object, as well as to any other non-consensual acts of a sexual nature, by a spouse or ex-spouse or by a former or current partner with whom a victim of rape is or has been living in a partnership recognised by the national law.	Peto lenyalong
266.	Marital status	Situation of a person according to their civil status as single, married, widowed or divorced or any other relationship recognised by national law.	Boemo ba lenyalo
267.	Marriage migration	Migration within countries or across borders due to marriage.	Tjako ka lenyalo
268.	Maternity leave	Leave from work to which a woman is entitled for a continuous period before and after giving birth.	Lifi ya setswetse

	English	Definitions	Sesotho Equivalents
269.	Maternity protection	Special protection for pregnant women and women workers who recently gave birth or are breastfeeding to prevent harm to their or their infants' health, and at the same time ensure that they will not lose their job simply because of pregnancy or maternity leave.	Tshireletso ya botswetse
270.	Medical abortion	Safe and effective non-surgical method of terminating early pregnancy using certain medications taken orally or through injections.	Ho ntsha mpa ka bongaka
271.	Mentoring	Sheltered relationship that allows learning and experimentation to take place and personal potential and new skills to flourish through a process in which one person, the mentor, supports the career and development of another, the mentee.	Botataisi
272.	Men's studies	Studies grounded in men's movements and the common goal, shared with feminists, of creating a partnership in the gender framework of the 1970s and challenging accepted notions of masculinity and femininity.	Dithuto ka banna
273.	Minimum wage	Wage level defined in law or by agreement, representing the lowest possible rate an employer is permitted to pay.	Bonnyane ba moputso Moputso wa mantlha
274.	Minority women	Women who have been singled out from the others in the society in which they live for differential and unequal treatment.	Palo e tlase ya basadi

	English	Definitions	Sesotho Equivalents
275.	Multiple burden	Used to refer to women who perform paid work outside the domestic sphere as well as homemaking and child-care work inside the home.	Morwalo / mojaro wa bosadi
276.	Multiple discrimination	Any combination of forms of discrimination against persons on the grounds of sex, racial or ethnic origin, religion or belief, disability, age, sexual orientation, gender identity or other characteristics, and to discrimination suffered by those who have, or who are perceived to have, those characteristics.	Kgethollo e menahaneng
277.	National machinery for the advancement of women	The promotion of gender equality and women's empowerment as central policy-coordinating structures inside government machinery.	Leano la naha la ntshetsopele ya basadi
278.	National women's helpline	Service provided specifically to serve only, or predominantly, women victims of violence.	Mohala wa naha wa thuso ya basadi
279.	New household economics	Approach to the analysis of the household in which the latter is depicted as combining the time of household members with market goods to produce the outputs or commodities it ultimately desires.	Kuno ya lelapa ka leng ya sejwalejwale
280.	Neutrois	It means being gender neutral – that is, they have no gender, an absence of gender, or are null gendered. Others have an internal gender that is neither male, nor female, just neutral.	- hloakang bong Nyutroese

	English	Definitions	Sesotho Equivalents
281.	Non-consensual pornography	Online distribution of sexually graphic photographs or videos without the consent of the individual in the images.	Ditshwantsho tse phatlaladitsweng tsa thobalano / maponapona ntle le tumellano phonografi
282.	Non-governmental Organisations	Non-profit, voluntary citizens' groups, principally independent from government, which are organised on a local, national or international level to address issues in support of the public good.	Mekgatlo eo eseng ya mmuso
283.	Non-sexist use of language	Avoidance of both an ambiguous generic masculine gender in the grammatical forms of nouns and discriminatory expressions which describe women and men in terms of their physical appearance or the qualities and gender roles attributed to their sex.	Tshebediso ya puo e sa kgetholleng ka bong
284.	Nursing	The profession or practice of providing care for the sick and infirm.	Booki
285.	Occupational gender segregation	Actual dominance of one sex in a particular occupation or the higher share of one sex relative to the expected share.	Kgethollo ya mosebetsi ka bong
286.	Older women workers	A policy that protects workers who are 40 years of age or older. This age is also a threshold when employees might perceive that opportunities for training and development at the workplace seem less available to them.	Basebetsi / Bahiruwa ba basadi ba hodileng

	English	Definitions	Sesotho Equivalents
287.	Ombudsperson	Person usually appointed by the government or by parliament, having a significant degree of independence and is mandated with representing the interests of the public by investigating and addressing complaints of maladministration or a violation of rights.	Monamodi
288.	Pansexual	Not limited in sexual choice with regard to biological sex, gender, or gender identity.	Mathulahohe motabong
289.	Paradox	A seemingly absurd or contradictory statement or proposition which when investigated may prove to be well founded or true.	Kganyetsano
290.	Parental leave	Leave granted to either parent in order to care for a child.	Lifi ya botswadi
291.	Parental rights	Rights and obligations of parents concerning their children.	Ditokelo tsa botswadi
292.	Parenting	Be or act as a mother or father to someone.	Botswadi

	English	Definitions	Sesotho Equivalents
293.	Parity	Concept and a goal that aims to acknowledge the equal value of women and men, rendering visible the equal dignity of women and men and establishing social organisations in which women and men actually share rights and responsibilities, are liberated from pre-determined spaces and functions engendered by prejudices and gender stereotyping, and fully enjoy equality and freedom in their participation at every level and in every sphere.	Tekano / Pharithi
294.	Parity democracy	Full integration of women, on an equal footing with men, at all levels and in all areas of the workings of a democratic society, by means of multidisciplinary strategies.	Tekano / pharithi ka demokrasi Demokrasi ya tekano / pharithi
295.	Parity threshold	Achieving the goal of equal participation of women and men, a 50/50 participation rate is generally considered as the parity objective.	Mohato wa tekano / pharithi
296.	Part-time employment	Employment where the worker works fewer hours than the usual number of full-time working hours.	Mosebetsi wa nakwana
297.	Participatory gender audit	Tool and a process based on a participatory methodology. It seeks to promote organisational learning at the individual, work unit and organisational levels on the subject of how to practically and effectively mainstream gender.	Oditi ya seabo ka bong

	English	Definitions	Sesotho Equivalents
298.	Paternity leave	Fixed amount of leave that the father of a child may take at the time of birth, or to fixed amounts of time in any year or period of years.	Lifi ya monna ya setswetse
299.	Patriarchy	Social system of masculine domination over women.	Menyetla ya bonna
300.	Pay gap	Pay disparities between men and women.	Sekgeo sa moputso
301.	Penis	The external male sex organ.	Kooma / botona / kwae / ntoto / molamu
302.	Physical violence	Bodily harm suffered as a result of the application of immediate and unlawful physical force often associated with sexual and psychological violence resulting in injuries, distress and health problems.	Ntwa ya matsoho Morusu
303.	Positive action	Positive action is when an employer takes steps to help or encourage certain groups of people with different needs, or who are disadvantaged in some way, access work or training.	Kgato e nepahetseng
304.	Positive discrimination	The practice or policy of favouring individuals belonging to groups which suffer discrimination.	Kgethollo e nepahetseng
305.	Positive measures	Action aimed at favouring access by members of certain categories of people, in this particular case, women, to rights which they are guaranteed, to the same extent as members of other categories, in this particular case, men.	Metjha e nepahetseng

	English	Definitions	Sesotho Equivalents
306.	Power relations	The set of roles, behaviours and attitudes that societies define as appropriate for women and men ('gender') can be the cause, consequence and mechanism of power relations, from the intimate sphere of the household to the highest levels of political decision-making.	Dikamano tsa matla
307.	Practical gender needs of women(PGNs)	Needs women identify in their socially accepted roles in society.	Ditlhoko tsa motheo tsa basadi
308.	Pre-natal sex selection	Harmful practice driven by the tradition of patrilineal inheritance in many societies, coupled with a reliance on boys to provide economic support, to ensure security in old age and to perform death rites.	Kgetho ya bong pele ho peleho / Ho fetola thari pele ho peleho
309.	Preferential treatment	Treatment of one individual or group of individuals in a manner that is likely to lead to greater benefits, access, rights, opportunities or status than those of another individual or group of individuals.	Tshwaro e kgethollang / tshwaro e leeme
310.	Pregnancy	Nine months during which a woman carries a developing embryo and fetus in her body.	Kemaro / bokete / boimana / bokgatjhane
311.	Prejudices	Attitudes and feelings – whether positive or negative and whether conscious or non-conscious – that people have about members of other groups, which may be based on preconceived ideas and influenced by elements such as gender, race, class, personal characteristics or other factors.	

	English	Definitions	Sesotho Equivalents
312.	Principle of equal treatment	A state of no direct or indirect discrimination based on sex and gender, including less favourable treatment of women for reasons of pregnancy and maternity.	Motheo wa tshwaro e lekanang
313.	Proactive measures	Legislative and other measures aimed to protect victims as well as their families and witnesses from any further form of violence and re-victimisation or secondary victimisation, at all stages of investigations and judicial proceedings.	Metjha e nanabetsang letsoho
314.	Prosperity	The state of being prosperous.	Katleho / nala
315.	Protection order	Fast legal remedy to protect persons at risk of any form of violence by prohibiting, restraining or prescribing certain behaviour by the perpetrator.	Lengolo la molao la tshireletso
316.	Protective measures	Legislative and other measures aimed to protect victims as well as their families and witnesses from any further form of violence and re-victimisation or secondary victimisation, at all stages of investigations and judicial proceedings.	Metjha ya tshireletso
317.	Psychological assault	Assault that can vary from threats of violence and harm to emotional abuse. Emotional abuse is a tactic of control based on a wide variety of verbal attacks, humiliations or affective neglect, following a pattern of coercive behaviour towards the woman victim.	Thefulo ya maikutlo

	English	Definitions	Sesotho Equivalents
318.	Psychological violence	Any intentional conduct that seriously impairs another person's psychological integrity through coercion or threats.	Thefulo e tebileng ya maikutlo
319.	Public/private dichotomy	Dichotomy that arises from its gendered nature, and from the association of masculinity and the public, and femininity and the private.	Daekhothomi ya phatlalatsa / poraefete
320.	Queer	All individuals who fall outside of the gender and sexuality 'norms'.	Khwehe / Matulahohle
321.	Queer theory	Theoretical reflection, developed in the humanities in the mid-1980s against a backdrop of growing theoretical interest in sexualities, which was coterminous with the civil movement's adoption of the word 'queer', which previously had a pejorative meaning.	Mohopolo wa khwehe
322.	Rape	Any non-consensual vaginal, anal or oral penetration of the body of another person where the penetration is of a sexual nature, with any bodily part or with an object, as well as any other non-consensual acts of a sexual nature by the use of coercion, violence, threats, duress, ruse, surprise or other means, regardless of the perpetrator's relationship to the victim.	Peto
323.	Rape crisis center	An agency offering advice and support to victims of violent sexual crime.	Setsi sa mathata a peto

	English	Definitions	Sesotho Equivalents
324.	Rape culture	Complex of beliefs that encourages male sexual aggression and supports violence against women.	Ditlwaelo tsa peto
325.	Re-victimization	To be victimized again.	Bohlatsipa bo phetwang
326.	Refuge	A place of safety.	Botshabelo
327.	Refugee women	Any woman who meets the eligibility criteria under the applicable refugee definition, as provided for in international or regional refugee instruments, under the mandate of the United Nations High Commissioner for Refugees, and/or in national legislation.	Basadi ba baphapathehi
328.	Regulation of part-time work	Introduction of rules that govern the scope and use of part-time work, aimed at preventing any form of discrimination against part-time workers, improving the quality of part-time work and facilitating the development of part-time work as a choice.	Taolo ya mosebetsi wa nakwana
329.	Religious law	Religious law refers to ethical and moral codes taught by religious traditions.	Molao wa bodumedi
330.	Representation of women of the same religion	People appointed to advocate for the interests of women.	Boemedi ba basadi ba tumelo e le nngwe / e tshwanang
331.	Reproductive health	State of complete physical, mental and social well-being, not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes.	Boemo ba bophelo ba boikatiso

	English	Definitions	Sesotho Equivalents
332.	Reproductive labour	Reproductive labor work often associated with care giving and domestic roles including cleaning, cooking, child care, and the paid domestic labor force.	Mesebetsi e amanang le ditokelo tsa bobelehi / boikatiso
333.	Reproductive rights	Human rights that are already recognised in national laws, international laws and international human rights documents and other consensus documents resting on the recognition of the basic rights of all couples and individuals to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so, and the right to attain the highest standard of sexual and reproductive health.	Ditokelo tsa bobelehi
334.	Reproductive work	All the tasks associated with supporting and servicing the current and future workforce – those who undertake or will undertake productive work. It includes childbearing and nurture, but is not limited to these tasks.	Mesebetsi ya tlhokomelo ya botswetse, bosea le kgodiso
335.	Revenge porn	Non-consensual pornography involves the online distribution of sexually graphic photographs or videos without the consent of the individual in the images. The aim is to inflict real damage on the target's 'real-world' life.	Phonografi ya boiphphetso Boponapona ba boiphphetso
336.	Sex	Biological and physiological characteristics that define humans as female or male.	Bong

	English	Definitions	Sesotho Equivalents
337.	Sexual preference	Someone's sexual orientation is whether they are sexually attracted to people of the same sex, people of the opposite sex, or both.	Kgetho ya bong
338.	Sexuality	Central aspect of being human throughout life and encompasses sex, gender identities and roles, sexual orientation, eroticism, pleasure, intimacy and reproduction.	Bong
339.	Safe housing	Emergency, transitional or permanent shelter/housing that is confidentially located to respond to critical situations, usually related to domestic violence.	Bodulo bo sireletsehileng
340.	Safe motherhood	Concept and conditions for ensuring that women receive the appropriate services in connection with pregnancy, childbirth and the post-natal period, including family planning and emergency obstetric care.	Bomme bo sireletsehileng
341.	Satellite account	Official account that is separate from, but consistent with, core national accounts.	Akhaonte ya satalaete
342.	Secondary victimization	The act of blaming the victim of a crime, as opposed to blaming the perpetrator.	Bohlatsipa bo iphetang Tshehollo ya lehlatsipa
343.	Segregation	The action or state of setting someone or something apart from others.	Kgethollo
344.	Sex bias in data collection	Underreporting or misreporting of demographic, social or economic characteristics associated with one of the sexes.	Leeme pokellong ya datha ya bong
345.	Sex discrimination	The practice of treating male and female people unequally.	Kgethollo ka bong

	English	Definitions	Sesotho Equivalents
346.	Sex stereotype	The formation or promotion of a fixed general idea or image of how men and women will behave.	Mehopolo e akaretsang ka bong
347.	Sex trade	Trade in human beings, largely in women and children, for the purpose of sexual exploitation.	Kgwebisano ka motabo
348.	Sex trafficking	Modern-day slavery and involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act.	Kgwebisano ka motabo
349.	Sex and gender-based discrimination	Discrimination occurring due to interaction between sex (as the biological characteristics of women and men) and their socially constructed identities, attributes and roles and society's social and cultural meaning for biological differences between women and men.	Kgethollo ka bong
350.	Sex-disaggregated statistics	Data collected and tabulated separately for women and men allowing the measurement of differences between women and men in terms of various social and economic dimensions and are one of the requirements to obtaining gender statistics.	Dipalopalo tse hlopholotsweng ka bong
351.	Sex-role stereotype	The quality or condition of belonging to one or other sex; status or identity in terms of sex.	Mehopolo e akaretsang ka bong
352.	Sexhood	The quality or state of being of one sex or the other.	Bong
353.	Sexism	Actions or attitudes that discriminate against people based solely on their gender.	Kgethollo ka bong
354.	Sexless	Without sexual orientation.	Ya sa tsotselleng bong

	English	Definitions	Sesotho Equivalents
355.	Sexual abuse	Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.	Tlhekefetso ka motabo
356.	Sex assault on women	Any sexual act committed against a non-consenting woman, even if she does not show signs of resistance, with the exception of rape.	Phutuhelo / tlhekatlheko ya basadi ka motabo
357.	Sexual division of labour	Division of work-based on gender.	Ho arolwa ha mesebetsi ka bong
358.	Sexual exploitation	Any actual or attempted abuse of a position of vulnerability, differential power or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.	Qhekello / kganyapetso ka motabo
359.	Sexual harassment	Form of gender-based violence encompassing acts of unwanted physical, verbal or non-verbal conduct of a sexual nature, which have a purpose or effect of violating the victim's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment.	Tlhekefetso ka motabo
360.	Sexual health	State of physical, emotional, mental and social well-being related to sexuality; it is not merely the absence of disease, dysfunction or infirmity.	Boemo ba bophelo ba bong

	English	Definitions	Sesotho Equivalents
361.	Sexual identity	How one thinks of oneself in terms of attraction to the same sex or members of the other sex, based on one's own experiences, thoughts and reactions, rather than defining oneself based on the gender or sex of one's sexual partner(s).	Boitsebo ba bong
362.	Sexual orientation	Each person's capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different gender, the same gender or more than one gender.	Tshekamelo ya dikamano tsa lerato
363.	Sexual rights	Human rights that are already recognised in national laws, international human rights documents and other consensus documents including the right of all persons, free of coercion, discrimination and violence, to the highest attainable standard of health in relation to sexuality,	Ditokelo tsa bong
364.	Sexual slavery	Sexual exploitation is the sexual abuse of children and youth through the exchange of sex or sexual acts for drugs, food, shelter, protection, other basics of life, and/or money.	Bokgoba ba motabo

	English	Definitions	Sesotho Equivalents
365.	Sexual stereotype	Sexual slavery is a particular form of enslavement which includes limitations on one's autonomy, freedom of movement and power to decide matters relating to one's sexual activity. Thus, the crime also includes forced marriages, domestic servitude or other forced labor that ultimately involves forced sexual activity.	Mehopolo e akaretsang ka bong
366.	Sexual violence	Any non-consensual sexual act or attempt to obtain an act of a sexual nature that is performed on another person without her or his freely given consent, irrespective of the relationship between the perpetrator and the victim, in any setting, including but not limited to home and work.	Merusu ya motabo
367.	Sexual violence referral centre	Centre that provides specialised services to victims of sexual violence, such as immediate medical care and trauma support combined with immediate forensic examinations to collect the evidence needed for prosecution, plus long-term psychological counselling and therapy, support to victims during court proceedings, and other practical help.	Setsi sa mahlatsipa a merusu ya motabo
368.	Shelter	A shielded or safe condition; protection.	Setshabelo
369.	Single parent	A person bringing up a child or children without a partner.	Motswadi ya mong
370.	Sissy	A person regarded as effeminate or cowardly.	Lekwala

	English	Definitions	Sesotho Equivalents
371.	Social equality	State of affairs in which all people within a specific society or isolated group have the same status in certain respects, including civil rights, freedom of speech, property rights and equal access to certain social goods and services.	Tekano setjhabeng
372.	Special measures	Generic measures are necessary to compare outcomes across different populations and interventions, particularly for cost-effectiveness studies.	Metjha e ikgethileng
373.	Specific action	Measures targeted at a particular group and intended to eliminate and prevent discrimination or to offset disadvantages arising from existing attitudes, behaviours and structures.	Kgato e tobileng
374.	Specific measures	Generic measures are necessary to compare outcomes across different populations and interventions, particularly for cost-effectiveness studies.	Metjha e tobileng
375.	Spouse	A life partner in a marriage, civil union, or common-law marriage.	Molekane
376.	Stakeholder consultation	Consultation that helps to make law and policymaking transparent, well targeted and coherent.	Puisano le baamehi
377.	Stalking of women	Form of violence against women defined as repeatedly engaging in threatening conduct directed at a woman, causing her to fear for her safety.	Ho nyonyobela basadi

	English	Definitions	Sesotho Equivalents
378.	Stateless women	Women who, under national laws, does not have a legal bond of nationality with any state.	Basadi ba hlohang boahi
379.	Statistical gender bias	Effect that deprives a statistical result of representativeness by systematically distorting it, due to prejudiced actions or thoughts based on gender-based perceptions that women are not equal to men.	Dipalopalo tsa tshkamelo ya bong
380.	Sticky floor	Expression used as a metaphor to point to a discriminatory employment pattern that keeps workers, mainly women, in the lower ranks of the job scale, with low mobility and invisible barriers to career advancement.	Basadi ba tswelopele e kginnweng
381.	Strategic gender interest(SGIs)	Interests identified by women as a result of their subordinate social status, and tend to challenge gender divisions of labour, power and control, and traditionally defined norms and roles.	Mawa a ditabatabelo tsa bong (SGIs)
382.	Strategic gender needs of women(SGNs)	What women or men require in order to improve their position or status in regard to each other by placing them in greater control of themselves instead of limiting them to the restrictions imposed by socially defined roles.	Mawa a ditlhoko tsa basadi (SGNs)

	English	Definitions	Sesotho Equivalents
383.	Structural adjustment	Process of market-oriented economic reform aimed at restoring a sustainable balance of payments, reducing inflation, and creating the conditions for sustainable growth in per capita income.	Tokiso ya moralo wa tlhahlamano
384.	Structural inequality	Embedding of gender inequalities in social structures, based on institutionalised conceptions of gender differences.	Ho se lekane ha meralo ya tlhahlamano
385.	Structural violence	Violence without a clear actor, and which is built into and inherent in the structure of a society	Pherekanyo ya moralo wa tlhahlamano
386.	Substantive gender equality	Combination of formal gender equality with equality of outcome, meaning that equality in law, equal opportunities and equal treatment of women and men are complemented by equality in impact, outcome or result.	Tekano ya bong e bonahalang
387.	Suffragette	A woman seeking the right to vote through organized protest.	Moipelaetsi wa mosadi ya tsekang voutu
388.	Survivor	Woman who has been subjected to gender-based violence.	Mopholohi
389.	Symbolic violence	Gentle, invisible, pervasive violence that is exercised through cognition and misrecognition, knowledge and sentiment, often with the unwitting consent or complicity of the dominated.	Merusu e hlokanang tshobotsi

	English	Definitions	Sesotho Equivalents
390.	Transgender	Person who has a gender identity different to the gender assigned at birth and who wishes to portray gender identity in a different way to the gender assigned at birth.	Kganano ya bong
391.	Transman	A woman who was assigned male at birth.	Monna eo e neng e le mosadi ka tlhaho Mosadi ya fetohetseng bonneng
392.	Transphobia	Irrational fear of, aversion to, or discrimination against transgender or transsexual people.	Tshabo ya phetoho ya bong Lehloyo la phetoho ya bong
393.	Transwoman	A woman who was assigned male at birth.	Mosadi eo e neng e le monna ka tlhaho Monna ya fetohetseng bosading
394.	Temporary special measures	Measures aimed at accelerating the improvement of the position of women with a view to achieving substantive equality with men, and to effect the structural, social and cultural changes necessary to correct past and current forms and effects of discrimination against women, as well as to provide them with compensation for inequalities and harm suffered.	Metjha e ikgethileng ya nakwana
395.	Testosterone	A steroid hormone that stimulates development of male secondary sexual characteristics, produced mainly in the testes, but also in the ovaries and adrenal cortex.	Thestosterounu

	English	Definitions	Sesotho Equivalents
396.	Time use survey	Measurement of the use of time by women and men, particularly in relation to paid and unpaid work, market and non-market activities, and leisure and personal time.	Patlisiso ya tsebediso ya nako
397.	Tokenism	Policy or practice that is mainly symbolic, and involves attempting to fulfil one's obligations with regard to established targets, such as voluntary or mandated gender quotas, with limited efforts or gestures, especially towards minority groups and women, in ways that will not change men-dominated power and/or organisational arrangements.	Moritaoke
398.	Tools for gender mainstreaming	Operationalised instruments that can be used separately or combined together to shape largely different programmes, in terms of aims, approaches and dimensions.	Disebediswa tsa tlhahlobo ya tsa bong
399.	Traditional harmful practices	Practices harmful to women and girls that are grounded in discrimination and associated with 'tradition'.	Ditlwaelo tsa moetlo tse kotsi
400.	Trafficking in human beings	Serious crime and a gross violation of human rights involving the recruitment, transportation, transfer, harbouring or receipt of persons by means of the threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power or of a position of.	Kgwebo ka batho

	English	Definitions	Sesotho Equivalents
401.	Trafficking in women and girls	Form of trafficking that targets women and girls – in particular, but not limited to, those in the most disadvantaged positions.	Kgwebo ka basadi le banana
402.	Transsexual	Person who prefers another gender than their birth gender and feels the need to undergo physical alterations to the body to express this feeling, such as hormone treatment and/or surgery.	-fetotseng bong
403.	Transsexuality	A person who emotionally and psychologically feels that they belong to the opposite sex.	Phetolo ya bong
404.	Transvestite	A person, typically a man, who derives pleasure from dressing in clothes primarily associated with the opposite sex.	Ya aparang tsa bong bosele
405.	Triple burden	The triple burden faced by women as a result of their triple role in society is a major barrier to women's economic empowerment.	Morwalo / mojaro wa bosadi
406.	Triple role	Reproductive, productive and community managing role.	Mesebetsi ya bosadi
407.	Triple task	Reproductive, productive and community managing task.	Mesebetsi ya bosadi
408.	UNICEF	A United Nations (UN) program headquartered in New York City that provides humanitarian and developmental assistance to children and mothers in developing countries.	UNICEF
409.	Unisex	Designed to be suitable for both sexes.	-hlokgang bong

	English	Definitions	Sesotho Equivalents
410.	United Nations	The United Nations is an international organization formed maintaining worldwide peace and security and developing relations among nations. Fostering cooperation between nations in order to solve economic, social, cultural, or humanitarian international problems.	Matjhaba a Kopaneng
411.	United nations population fund	The lead UN agency for delivering a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled".	Letlole la palo ya batho la matjhaba a kopaneng
412.	Universal declaration of human rights	A historic document that is proclaimed as important document closely linked with peace, a landmark for protecting the rights and dignity of people and beginning of a system.	Boitlamo ba molao bo akaretsang ba ditokelo tsa botho
413.	Unpaid work	Work that produces goods and services but which carries no direct remuneration or other form of payment like housework and care work.	Mosebetsi o sa lefelloweng
414.	Unremunerated work	Work that produces goods and services but which carries no direct remuneration or other form of payment like housework and care work.	Mosebetsi o sa lefelloweng
415.	Unsafe abortion	Procedures for terminating a pregnancy performed either by persons lacking the necessary skills or in an environment lacking the basic medical and standard sanitary conditions, or both.	Ho ntsha mpa ho kotsi

	English	Definitions	Sesotho Equivalents
416.	Vagina	The muscular tube leading from the external genitals to the cervix of the uterus in women and most female mammals.	Nnyo / Nnywana / Sesadi / Sepantu / Kuku / Kgomo / Koloti
417.	Vertical segregation	Concentration of women and men in different grades, levels of responsibility or positions.	Kgethollo ho ya ka methati
418.	Victim	Natural person who has suffered harm (including physical, mental or emotional harm or economic loss) directly caused by a criminal offence.	Lehlatsipa / phofu
419.	Victimization	Any adverse treatment in reaction to a complaint.	Tlhokofatso
420.	Violence against women	Violation of human rights and a form of discrimination against women including all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life.	Merusu kgahlanong le basadi
421.	Violence against women in conflict situations	Violence experienced by women and girls during armed conflict, ranging from physical, sexual to psychological violence perpetrated by both state and non-state actors.	Merusu kgahlanong le basadi dintweng
422.	Violence at work	Discrimination at work may be compounded by physical or psychological violence, which may be gender-based.	Merusu mosebetsing

	English	Definitions	Sesotho Equivalents
423.	Vulnerable groups	Women, children and persons belonging, or perceived to belong, to groups that are in a disadvantaged position or marginalised.	Dihlopha tse tllokotsing
424.	Widow	A woman who has lost his spouse by death and has not married again.	Mohlolohadi
425.	Widow inheritance	A practice where a widow is married to a male relative of her late husband, with no regard to the man's character.	Lefa la mohlolohadi
426.	Widower	A man who has lost his spouse by death and has not married again.	Mohlolohadi
427.	Witch	A woman thought to have magic powers, especially evil ones, popularly depicted as wearing a black cloak and pointed hat and flying on a broomstick.	Moloi
428.	Woman	A person assigned female sex at birth or a person who identifies herself as a women.	Mosadi
429.	Woman worker	Person who, for a certain period of time, performs services for, and under the direction of, another person, in return for which she receives remuneration.	Mosebeletsi wa mosadi
430.	Woman's body	The female figure is the cumulative product of a women's skeletal structure and the quantity and distribution of muscle on the body.	Mmele wa mosadi
431.	Womanizer	A man who engages in numerous casual sexual affairs with women.	Seotswa / sefebe / sehlola
432.	Womankind	Women considered collectively.	Basadi

	English	Definitions	Sesotho Equivalents
433.	Women in development(WID)	An approach that calls for greater attention to women in development policy and practice. It emphasizes the need to integrate them in the development process.	Basadi ntshetsopeleng
434.	Women's centre	Specialized service that provides non-residential support of any kind to women and victims of any form of violence and their children.	Setsi sa basadi
435.	Women's entrepreneurship	Career option for women of all ages, involving taking up and performing the specific activity of running an enterprise.	Bohwebi ba basadi
436.	Women's human rights	Revolutionary notion that is aimed at emphasizing that women's rights are human rights.	Ditokelo tsa botho tsa basadi
437.	Women's human rights defenders(WHRDs)	Women of all ages who engage in the promotion and protection of all human rights and fundamental freedom of all people who engage in the defence of the rights of women and gender equality.	Basireletsi ba ditokelo tsa botho tsa basadi
438.	Women's liberation	The emancipation of women from inequalities and subservient status in relation to men.	Tokoloho ya basadi
439.	Women's multiple burden	Multiple burden of women is of a result of their triple role in society.	Morwalo / mojaro wa bosadi
440.	Women's shelter	Specialised service for women, providing safe accommodating and support for women who are victims of violence and their children.	Setshabelo sa basadi
441.	Women's studies	Academic courses that focus on the roles, experiences and achievements of women in society.	Dithuto ka basadi

	English	Definitions	Sesotho Equivalents
442.	Women's triple role	Reproductive, productive and community managing role.	Mesebetsi ya bosadi
443.	Women's triple task	Reproductive, productive and community managing tasks.	Mesebetsi ya bosadi
444.	Work-family balance	Dual responsibility for maintaining the home and family and carrying out paid work.	Botsitso ba mosebetsi le ba lelapa
445.	Work –life balance	Division of time and focus between working and family or leisure activities.	Botsitso ba mosebetsi le ba bophelo
446.	Wrongful gender stereotyping	Wrongful stereotypes ascribed to a person based on their gender.	Mehopolo e akaretsang ya bong e fosahetseng



Commission for Gender Equality

A society free from gender oppression and inequality

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